

(Pages : 3)

H – 4065

Reg. No. :

Name :

**Third Semester M.A(Human Resource Management) Degree Examination,
January 2020**

HRM 2.3.4: LABOUR LAWS

(2018 Admission)

Time : 3 Hours

Max. Marks : 75

PART – I

Answer **all** questions. Answer should not exceed **50** words.

1. Social Justice
2. Judicial Activism
3. Gratuity
4. Provident Fund
5. ILO
6. Industrial Dispute
7. Social Security
8. Trade Union
9. 'Compensation' as in Compensation Act, 1923
10. Living Wage

(10 × 2 = 20 Marks)

P.T.O.



PART – II

Answer **any five** questions. Answer should not exceed **500** words.

11. Comment on the Provisions regarding Employment of Young Persons mentioned in Chapter VII of the Factories Act 1948.
12. What do you know about the Employer's Liability for Compensation as mentioned in the Workmen's Compensation Act, 1923?
13. The standing orders which are certified under Industrial Employment (Standing Orders) Act become part of the statutory terms and conditions of service between the employer and employees. Elucidate.
14. Describe the Origin and Development of Labour Laws.
15. Explain the Nature of Duties and Functions of Labour Commissioner.
16. Briefly mention the Object and Major Provisions of Payment of Bonus Act, 1965.
17. Elaborate on the recent Amendments to the Employee State Insurance Act, 1948.
18. Discuss the importance of Social Security Laws in India.

(5 × 5 = 25 Marks)

PART – III

Answer **any two** questions. Answer should not exceed **1200** words

19. Elaborate on the Objectives and Major Provisions of the Payment of Gratuity Act, 1972.
20. Write a brief account on the Labour Administration Machinery in India.



21. Comment on the Major Provisions of Kerala Shops and Commercial Establishments Act, 1960.
22. Discuss the Objectives and Salient Features of Labor Policy in India.

(2 × 15 = 30 Marks)

